



What is Racism?

Originally Discussed: August 2019

Description: This conversation covers a broad range of topics around racism. What is Racism? Where does it come from? How do we minimize it? Who is affected by it? Do we have a role, personally, in eradicating racism?

Estimated time: 90 minutes

(1) Getting acquainted and comfortable

5 - 10 min.

Welcome

- Thank you for coming...
- We are a part of The Great Reset, which was born out of a shift we're seeing in our country. We have been in a place where we don't tend to speak 'beyond our bubbles' and across perspectives. The Great Reset has been opening up a grey space for such conversations since 2018. You are now part of keeping the conversation going and we thank you.

The Pillars of The Great Reset

- To share our own thoughts and perspectives with humility
- To learn from others and listen with respect

Ground Rules

- Every comment is valid and deserving of respect
- We show respect by speaking one at a time, putting our phones on silent and staying engaged, even when we are not speaking
- In the interest of time, I may cut in to ask you to 'top-line' something if we need to move on. This means simply offer up a synopsis of your thoughts and speak in bullets, not paragraphs

Confidentiality

I would like a verbal from everyone that you are here of your own volition, and out of respect for one another I would ask you to keep what others say in this room unless they give you permission otherwise. (go around and get verbal agreement). Further, you agree to adhere to the principles outlined already: to deliver your perspectives bound to the principles of respect, to **listen with humility and offer grace to others who are sharing this space.**

Personal Introductions

Please share your name, where you live and something about you we couldn't uncover if we searched you on Google.

*****Remember to ask to record and PRESS RECORD*****

(2) Racism: When, Where, How

20 - 25 min.

- Do you feel racism exists?
- Can minorities/marginalized groups be racist?
- Have you ever experienced racism or witnessed another person/group suffering from racism?
 - Consider 'inanimate' racism such as: swastika/confederate flags, etc...
- Is racism rising, or decreasing? Why?
- Is racism the new 'buzz word' that dilutes the truth or seriousness when racist actions do occur?
- Where does racism come from? Probe:
 - Upbringing
 - Geography
 - Education
 - Friends
 - Media
- What about implicit bias? Thoughts and feelings are "implicit" if we are unaware of them or mistaken about their nature. We have a bias when, rather than being neutral, we have a preference for (or aversion to) a person or group of people.
- Is everyone racist in some way given our innate fear in the unfamiliar?

(3) Institutional Racism

10 - 15 min.

- Does institutional racism exist? Where? Probe.
 - Healthcare
 - Housing
 - Education
 - Criminal Justice
 - Politics

(4) Solutions

20 - 25 min.

- How can those who are in a subgroup who do not suffer racism help those who are?
 - Which group doesn't suffer from racism?
- How can we minimize the negative effects of racism and/or implicit bias? What are the solutions?
- Do we have a responsibility, regardless of race, to eradicate racism, and does any race bear any more of that burden?

- Thoughts and feelings are “implicit” if we are unaware of them or mistaken about their nature. We have a bias when, rather than being neutral, we have a preference for (or aversion to) a person or group of people.

(5) Closing comments

5 - 10 min.

- Any additional comments or questions about this topic?

Survey link: <https://forms.gle/Ws4VxSeRriFUNMBKA>

Resources:

<https://www.usatoday.com/story/news/investigations/2019/07/25/ole-miss-students-posed-guns-front-emmett-till-memorial/1829450001/>

<https://www.usatoday.com/story/entertainment/music/2019/07/25/confederate-flag-costs-country-band-confederate-railroad-two-gigs-month/1828242001/>

<https://www.haaretz.com/us-news/canada-s-justin-trudeau-has-the-perfect-response-to-trump-s-racist-tweets-1.7530647>

<https://www.justice.gov/hatecrimes/hate-crime-statistics>

<http://www.washingtonpost.com/wp-srv/style/longterm/books/chap1/endofrac.htm>

<https://www.thoughtco.com/examples-of-institutional-racism-in-the-u-s-2834624>

<https://time.com/5388356/our-racist-soul/>

<https://www.npr.org/2017/05/03/526655831/a-forgotten-history-of-how-the-u-s-government-segregated-america>

<https://www.pewresearch.org/fact-tank/2019/04/30/shrinking-gap-between-number-of-blacks-and-whites-in-prison/>

<https://www.nytimes.com/2019/05/07/health/pregnancy-deaths-.html>

<https://www.usatoday.com/story/news/nation/2019/02/20/hate-groups-white-power-supremacists-southern-poverty-law-center/2918416002/>

<https://www.theatlantic.com/magazine/archive/2019/06/trump-racism-comments/588067/>

<https://www.epi.org/publication/valerie-figures-state-unemployment-by-race/>

<https://www.pewresearch.org/fact-tank/2016/07/01/racial-gender-wage-gaps-persist-in-u-s-despite-some-progress/>

<https://www.usatoday.com/story/news/politics/elections/2019/08/01/trump-rally-cincinnati-residents-react-to-presidents-racist-words/1840639001/>

<https://www.reuters.com/article/us-usa-trump-republicans/in-rare-rebuke-dozens-of-republicans-hit-trump-over-racist-tweets-idUSKCN1UB2R1>

<https://1069thefox.com/news/030030-poll-most-americans-say-trump-is-racist/>

<https://www.apnews.com/277fe31ea2234658a991243a9c6f2466>